

Indigenous Communities Liaison, Climate-Smart Farming & Marketing Program

Mission: Cultivating environmentally sound, economically viable, community-focused farms and food systems.

Program overview: Pasa's Climate-Smart Farming and Marketing program offers an innovative approach to implementing regenerative and resilient practices on 2,000 working farms from Maine to South Carolina and on lands stewarded by Tribal nations and Indigenous farmers in the same geographic region. We'll work to engage farms in our Soil Health and Financial Benchmark Studies, deepen this research to examine cutting edge approaches to carbon sequestration measurement systems, and expand market opportunities for climate-smart commodities.

Position overview: The Indigenous Communities Liaison will maintain consistent communications with all Indigenous partner organizations participating in Pasa's Climate-Smart program. They will build relationships, communication, and collaboration with Indigenous farmers, communities, and organizations to ensure that their perspectives and needs are embedded in Pasa's Climate-Smart work. The ideal Indigenous Communities Liaison will be intimately familiar with farming and food system topics, particularly as they relate to Indigenous food sovereignty.

This is a 5-year grant-funded primarily remote position with regular regional travel (estimated 3-4 days per month), some in-person workdays, and 2-3 annual in-person staff retreats at 3-4 days each. All employees are required to attend our annual Sustainable Agriculture Conference, which takes place each February in Lancaster, PA. Employees must comply with Pasa's remote employee policies.

Responsibilities

- Build relationships with Indigenous communities and organizations to ensure their perspectives and needs are included in Pasa's Climate-Smart programs
- Timely and consistent communication with supervisor and sub-awardee program leads
- Engage with project partner organizations to support their outreach efforts to Indigenous farmers and communities
- Collaborate with Pasa team members to design and implement Climate-Smart programs that meet the unique needs of Indigenous communities
- Conduct outreach to Indigenous communities to promote our Climate-Smart programs and engage a diversity of participating Indigenous farms

- Coordinate with Pasa partners to identify opportunities for collaboration on Climate-Smart programs that benefit indigenous communities
- Provide support for the development of an indigenous farming practices learning library
- Communicate indigenous learning library resources with broader Climate-Smart programs, in collaboration with Pasa's communications team support

Qualifications

- Experience in environmental science or indigenous studies or a bachelor's degree in a related field
- At least 3 years of experience working with indigenous communities and organizations
- Strong interpersonal skills and ability to build relationships with a diverse group of stakeholders
- Extensive experience and knowledge of climate change and its impacts on Indigenous communities
- Ability to work collaboratively with other team members and stakeholders

Preferred Qualifications

- Understanding of Indigenous farming practices and food systems
- Working proficiency in English, Spanish or an Indigenous language used in the region
- Familiarity with Google Workspace (Gmail, Calendar, Drive etc.)
- Excellent interpersonal and conflict resolution skills
- Experience with program design, implementation, and evaluation

Compensation: This is a five-year grant-funded full-time exempt position. Annual salary is based on experience and is negotiable within the range of \$52,000 to \$58,000 and up to \$63,000 for individuals who are bilingual in English and Spanish or an Indigenous language used in the region. Benefits include health, vision, and dental insurance; 401K retirement match; flexible scheduling; twelve paid holidays; and a generous leave policy, along with a work computer provided, travel expenses and mileage reimbursement.

How to apply: We are committed to advancing diversity, equity, inclusion, and justice through our hiring practices. This entails reviewing application materials anonymously (without the applicant's name exposed) to help prevent potential unconscious bias. Please remove your name and email address from your cover letter and resume. Please adhere to the following protocol when submitting your application materials:

- **Step 1:** [Complete this short questionnaire](#). All applicants are required to complete this anonymous questionnaire to (1) help us know whether this job opportunity has been accessed by a diverse pool of candidates and (2) to receive an applicant ID number to continue the application process. Your anonymous survey responses are not connected to your application materials and will not affect hiring decisions.

- **Step 2: Record your applicant ID number.** After completing the above questionnaire, you will receive an applicant ID number. This number is unique to you and your application.
- **Step 3: Name your resume as “[Applicant ID] Resume” (e.g. 123456 Resume).** Please do not include any part of your name in the file name (e.g. don't use “Doe 12345 Resume”).
- **Step 4: Name your cover letter as “[Applicant ID] Cover Letter” (e.g. 12345 Cover Letter).** Please do not include any part of your name in the file name (e.g. don't use “Doe 12345 Cover Letter”).
- **Step 5: Upload your resume and cover letter.** Upload instructions will appear upon completing the questionnaire above. You will also be emailed an upload link.

Reminder: Application materials should *not* contain your name or email address.

Initial interviews will be conducted remotely via Zoom. The anticipated start date for this position is July 2023.

If you have any questions, please contact jobs@pasafarming.org.

Employee value statement

We are passionate about effectively advancing our mission. We value employees who:

- share our passion and can clearly communicate the value of our work to diverse audiences;
- are committed to advancing diversity, equity, inclusion, and justice;
- anticipate and address roadblocks or other challenges;
- stay current on trends in the field;
- embrace and accommodate change;
- contribute diverse viewpoints and experiences; and
- continuously advance their knowledge and skills through professional development.

We strive to create a work culture that promotes both independence and collaboration.

We value employees who:

- are committed to fostering a connected, respectful, and responsive work environment, whether work is being conducted remotely or in person;
- exemplify honesty and integrity;
- possess excellent interpersonal skills;



- exercise good judgment and take initiative when needed;
- celebrate each other's growth and accomplishments; and
- recognize their own strengths and also when to seek more information or guidance.

We take pride in the quality of our work. We value employees who:

- consider the big picture while paying close attention to accuracy and detail;
- can clearly and thoughtfully communicate in person and in writing;
- are highly organized; and
- seeks to find better ways to do things.

We believe balance makes us more effective. We value employees who:

- prioritize their personal wellbeing;
- take breaks and time off to re-energize and ground themselves; and
- communicate when they need support.

We are an equal opportunity employer and encourage people of color; Indigenous people, LGBTQ+ people; veterans; people with disabilities; people who have been formerly incarcerated; and others who are underrepresented within the environmental nonprofit sector to apply.

COVID-19 staff policy: As of October 24, 2022, Pasa staff are not required to be vaccinated as a condition of employment. However all staff must privately disclose their vaccination status to Human Resources upon hire. All staff, regardless of vaccination status, are required to conduct COVID-19 rapid tests before and after attending any indoor event or meeting hosted by Pasa. This policy is subject to change as the COVID-19 pandemic continues to evolve.